



Town Hall Meetings August 25th & 26th 2004





AGENDA



Personnel Actions Update Transition Milestone Timeline

Audience Questions





RIF NUMBERS

435 Permanent positions to be abolished

<u>63</u> (65) Employees in Non-Garrison Orgs "Bumped"

472 (495) Permanent Employees Have Letters

314 (318) Reassignment Letters

151 (169) Changes-to-Lower Grade

<u>7</u> (8) Separations

Numbers Improving!!!





BUYOUT STATUS

More buyouts were offered and accepted since July Town Hall meetings.

101 of the 103 buyouts have been offered and/or accepted

PROJECTION: NO





MEO/CGA VACANCIES

Number of MEO/CGA Jobs - 506

Filled and/or Accepted - 415

Still Open (under recruitment / Civilian Personnel On Line website: pending offer) http://cpol.army.mil/





"IMPROVED" RIF OFFERS

Total # of Changed Offers

- 41

Number Restored to Orig Grade - 8

Number Improved Grade

- 4

Temporary Promotion Question from July Town Hall

Will employees who have held temporary promotions for an extended period be allowed to retain pay?

Status

Employees on temporary promotion for 1 year or more will receive





- Pay Adjusted to Higher Step of Perm Grad
- Must Still be on Temporary Promotion 30 S
- Must be on Temp Promotion for Over 1 Year
- Pay Set in the Permanent Grade at a Step Higher than Previously Held
- Higher Step Used for RIF Placement To Inc Reassignment and Grade & Pay Retent





Job Swaps

Not Feasible where Changes-to-Lower Gra are Involved

Arranged Soonest - and Prior to 30 Sep

Both Employees and Both Supervisors/Org must Agree

RIF Action and Swaps Processed On-Pape Employees Remain in Place - When Possik

Job Swap Kit - CPAC





SEPTEMBERN 2004

10 September - Additional Round of Improved RIF Offers

XX September - Additional / <u>Final</u> Round of

Offers (as needed)





OCTOBER TI 2004 Nand beyond

1 Oct 04 - Start 2 year Grade Retention Period; Stopper List Grade Restoration Program

17 & 31 Oct 04 - Process Job Swaps on paper (at CPOC)

- 1 October 2006 End Grade Retention Period for those still not re-promoted
- 1 October 2006 Start Pay Retention



Transition/Implementation



We're Movelige Forward – Successfully

- -- ITBC Move
- -- RLBC Move from 4011 in to 4055
 - -- MEO PM regular meetings
 - -- CGA established PAT
 - -- Training planned
 - -- Information Flow is Good
 - -- Only a few Formal Complaints



Transition/Implementation Timeline



22 & 24 Sep 04 Town Hall Meetings FSH - 22nd Camp Bullis

- 24th

30 Sep 04

Personnel Actions to

Implement

the New MEO and CGA

Organizations

10ct 04

First day of Performance

in New

Organizations

-- Transition Activities Continue

-- Start of review period

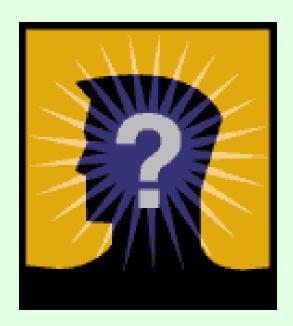
COL Garry Atkins, MCCS-B, garry.atkins@samhouston.army.mil, (210, 221-0905 Page 1



Question and Answer Session



Do you have any other questions?





EMPLOYEE SERVICES



- ACAP Offered Civilian Employee Resume Writing/Interviewing Workshops
 - √ One-day workshop scheduled for 8 Sep 2004
 - √ Call 221-1213 to register and reserve a seat
- > San Antonio Military Community J ob Fair
 - ✓ 22 September 2004 from 0930-1500 at Live Oak Civic Center, 8101 Pat Booker Road [85-100 local, regional, national, and international employers are expected to participate]
 - ✓ Call 221-1213 for more details
- > ACAP Offered Pre-J ob Fair Workshop
 - ✓ 2-Hour workshop scheduled for 10 Sep 2004
 - ✓ Call 221-1213 for reservations

EMPLOYEE SERVICES



COMMENTS & WRITTEN -

- WRITTEN Send to A76 Operations Center, Bldg 2272, Stop 76
- PHONE CALL A76 HOT LINE (221-2439)
- OUTLOOK/EMAIL -
 - Berban, Jeana A. (jeana.berban@samhouston.army.mil)
 - Howell, John M. (johnm.howell@samhouston.army.mil)
- WEB LINK http://www.samhouston.army.mil/a76

ALL QUESTIONS RECEIVED WILL BE STAFFED WITH THE APPROPRIATE ORGANIZATION AND THE QUESTION AND ANSWER WILL BE POSTED ON THE A76 WEBSITE.